



COMPLAINT FORM INTAKE INTERVIEW LOG

<u>Date:</u> 4/11/2017	<u>Interviewer:</u> Mallory Sullivan	Complaint #17 –03
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u>		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student-Employees [REDACTED]		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> Sexual harassment by [REDACTED] who posted a sign "DROP DAUGHTERS OFF HERE!!" during Western Preview and claims [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☒ Administrator ☐ Faculty ☐ Staff ☒ Student ☒
 Concern Regarding: Male ☒ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Category: (Please check at least one)

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input type="checkbox"/> Race	<input type="checkbox"/> Religion	<input type="checkbox"/> Retaliation
<input checked="" type="checkbox"/> Sex/Gender	<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment	<input type="checkbox"/> Genetic Information
<input type="checkbox"/> Gender Identity or Expression				

Time Line		
Date	Item	Comments
4/1/2017	Incident 1	"DROP DAUGHTERS OFF HERE!!" sign posted in [REDACTED] balcony during Western Preview weekend.
4/3/2017	Incident 2	[REDACTED] confronts [REDACTED] and [REDACTED] at [REDACTED].
4/4/2017	[REDACTED] Email to Sue & Mohammed	Shared information regarding a sign was displayed from a [REDACTED] balcony that read "DROP DAUGHTERS OFF HERE" and an interaction on Monday (4/3) with student, [REDACTED].
4/4/2017	No Contact Order	UR issued a no contact order to [REDACTED] regarding [REDACTED] and [REDACTED]; temporary relocated [REDACTED] to Alpha, and issued a no trespass directive to [REDACTED] for [REDACTED] community.
4/5/2017	Mallory call to [REDACTED]	Confirmed response of email and set appointment for 4/6 to follow-up on the information shared.
4/6/2017	Mallory meet with [REDACTED] at EOO	On Saturday, April 1, [REDACTED] was walking home when she saw the sign on [REDACTED] balcony. She immediately went to his room to make sure the sign was taken down. She knew the sign was on the balcony of [REDACTED] room and that he did not currently share the room with a roommate. [REDACTED] answered the door, said he was sorry, and told [REDACTED] that the sign was taken

		<p>down. [REDACTED] called the RD on call, [REDACTED], who said that she was not sure that this required an incident report. [REDACTED] disagreed and completed an incident report. [REDACTED] felt let down by the RDs response. On Monday, April 3, [REDACTED] shared that she was at "late-night" at [REDACTED] with [REDACTED]. [REDACTED] confronted [REDACTED] and [REDACTED] and said that he knew they were talking about him and then demanded to meet with [REDACTED]. [REDACTED] stated that they were not talking about [REDACTED] and that both her and [REDACTED] did not want to talk with [REDACTED]. [REDACTED] told [REDACTED] that if he wanted to talk about the sign that he needed to talk to RD [REDACTED]. In that conversation [REDACTED] found [REDACTED] to be aggressive and accusatory. [REDACTED] also shared that since fall 2016 she has had several interactions with [REDACTED]. [REDACTED] talked about one incident with [REDACTED] where [REDACTED], was raising his voice, challenging their authority as [REDACTED] questioning them, standing over them, and continually stepping closer and closer so that they moved over 6 feet back down the hallway during the conversation. [REDACTED] shared that this type of intimidation and physical/space challenge from a resident is unusual. She has never had a resident do anything like that before. [REDACTED] came to EO to make sure that [REDACTED] is held accountable – and not just in residence life. She has concerns that the response from residence life may not be adequate.</p> <p>[REDACTED] agreed that Mallory could share the concerns she included in her email with [REDACTED] and set meeting with [REDACTED].</p>
4/6/2017	Mallory meet with [REDACTED] at EOO	<p>[REDACTED] is [REDACTED]. Did not see the sign but saw pictures of the sign afterward and was very upset. [REDACTED] emailed the [REDACTED] community as follow-up on Monday, April 3, 2017. [REDACTED] provide information about an interaction with [REDACTED] Monday, April 3, around 10 PM while at "late-night" at [REDACTED]. According to [REDACTED] approached [REDACTED] and [REDACTED] at their table and demanded to speak with them. [REDACTED] did not want to talk with [REDACTED] then and tried to agree to another time. [REDACTED] suggested after he went to the gym later that night – which would have been around midnight [REDACTED] said no and agreed to meet the next day but said she would not meet with him alone. [REDACTED] and her friends at the table found [REDACTED] behavior to be aggressive and intimidating. [REDACTED] stated that she felt unsafe and targeted. She shared that since she has been [REDACTED] he has made her feel uncomfortable, as a women. She shared an instance where when she went to his suite with [REDACTED] to talk to [REDACTED] and his suitemates about a noise/alcohol violation, [REDACTED] was aggressive and continued to invade their space and effectively backed them down the hallway. She also saw [REDACTED] exiting his room with a female who appeared to be very drunk and [REDACTED] appeared to be sober in an interaction that made [REDACTED] feel uncomfortable and concerned for the female student's safety. [REDACTED] shared that there seems to be a power dynamic at play with [REDACTED] and said, "I just have a gut feeling that something is off with [REDACTED]" She does not feel comfortable going to his room alone, something that as an [REDACTED] feels comfortable doing with other residents.</p>
4/11/2017	Mallory met with [REDACTED] at EOO	<p>Met with [REDACTED] and [REDACTED] together to shared more about the complaint options and how they would like to proceed. [REDACTED] and [REDACTED] reviewed and signed their statements. They would like to move forward with a formal complaint. Mallory informed them that the next step would be for Mallory to prepare allegations and I would call them back in to review them.</p>
4/12/17	Mallory and Sue meet with [REDACTED] at EOO	<p>Mallory met with [REDACTED] regarding a previous incident where the racist and homophobic slurs were heard being shouted off the balcony attached to his room [REDACTED] said that he did not shout those words (n****r, f****t), but that he thinks his friend [REDACTED], who has a loud voice used the N-word while talking</p>

		<p>about "how some people can be so sensitive." Sue and Mallory talked with [REDACTED] why this language is so offensive, his role in the situation as the host, and stopping the conduct. Mallory and Sue informed [REDACTED] that we were also aware about the sign about the sign and the interaction at [REDACTED]. [REDACTED] said that he did not make the sign, but that his former roommate [REDACTED] made the sign and that when he returned home around 2 PM that the sign was up and he did not removed it because he did not find it offensive. He thought the sign was an April Fools Day joke, [REDACTED] said that he thought the sign meant, "drop your daughters off here because we want to hang out," as opposed to insinuating sexual assault. Mallory did not find this response to be credible. Sue and Mallory explained why this sign is offensive. [REDACTED] said that at [REDACTED] he had heard [REDACTED] and [REDACTED] talking about him and that he asked them if they would meet with him to talk to him about it more. He did not feel he acted aggressive or intimidating. Mallory informed [REDACTED] about retaliation and that the EO office is looking into these issues further.</p>
4/14/2017	[REDACTED] mother call to EO (Mallory)	Mallory answered questions about the complaint process and Title IX. No information about the complaint was shared due to confidentiality.
4/14/2017	Mallory call to [REDACTED]	Provided update regarding [REDACTED] status as a resident and meeting for review allegations. Informed [REDACTED] about call from her mother. She knew about the call and was ok with it. Shared that Mallory would not share information about the complaint without express permission to do so.
4/14/2017	ResLife: Scott Leppla met with [REDACTED] re: follow-up	
4/14/2017	ResLife: [REDACTED] Relocated to [REDACTED]	
4/14/2016	OSL: [REDACTED] suspended from WWU	Notification of criminal arrest, WAC 516-21-195 [REDACTED], arrest by [REDACTED] Arrest made on campus. University Police and Office for Student Life were notified at time of the arrest.
4/15/2017	ResLife: [REDACTED] Eviction Notice	Based, in part, on "Drop Daughters Off Here!!" sign. Trespass order in place from all residence halls EXCEPT Ridgeway Alpha, Ridgeway Commons, and Viking Commons through the end of this academic year.
4/16/2017	ResLife: [REDACTED] deadline to move out of [REDACTED] room	
4/17/2017	Rescheduled meeting	Meeting set for 4/19 at 9 AM. Sent meeting confirmation email to [REDACTED] & [REDACTED]
4/19/2017	Mallory met with [REDACTED] at EOO	Signed complaint form.
4/19/2017	Email from Resident Director Ashley Barnes to all [REDACTED] Residents	Follow up to residents, in part stating, "This type of display is hurtful and will not be tolerated. University Residences has investigated this issue, found resident(s) responsible, and responded in accordance with the Residential Community Standards and Conduct Procedures."
4/24/2017	ResLife: Deadline for [REDACTED] to [REDACTED]	Trespass order in place for all public and private areas of University Residences buildings, including Fairhaven dining commons and Ridgeway

	vacate residence hall.	commons.
4/25/2017	Mallory call [REDACTED]	Informed [REDACTED] of complaint, role as neutral third party, retaliation, complaint process, and invited in for meeting to review complaint. [REDACTED] has been suspended for this quarter and is no longer in Bellingham. Mallory informed that she would connect with the EO team and respond to him about the next steps for the complaint.
4/28/2017	OSL: Appeal deadline for [REDACTED] suspension.	No appeal received by OSL.
5/5/2017		Mallory met with [REDACTED] to inform her that the complaint will be closed because [REDACTED] is no longer a student at Western and we do not foresee him coming back to Western for some time. Mallory shared that [REDACTED] would be informed if [REDACTED] returns to campus while she is still a student. [REDACTED] shared that she was satisfied with this outcome. Her and [REDACTED] will feel safer that [REDACTED] is not on campus and that University residence did, although she believes late, respond with a letter to the [REDACTED] community. Mallory shared with [REDACTED] that [REDACTED] was informed of a complaint against him. Mallory reiterated to [REDACTED] that she can continue to come work with EO if she has any concerns in the future.
5/8/2017	[REDACTED] email to Mallory	[REDACTED] is sick and would like to reschedule 5/8 meeting. Rescheduled for 5/9.
5/9/2017	Mallory meet with [REDACTED]	Informed [REDACTED] that the complaint will be closed as [REDACTED] is not longer and student and we do not expect him to be for sometime. Mallory shared that [REDACTED] would be informed if [REDACTED] returns to Western while she is still a student and that he would need to come meet with the EO office. Mallory informed [REDACTED] that [REDACTED] is aware of the complaint, but not who the complainant is and what the specific allegations are. [REDACTED] shared that it would be her preference for [REDACTED] to know what the allegations are. [REDACTED] is satisfied with the response to EO and University residences. She said that her main concern was the safety of the residents that she works with and that threat is eased knowing the he is not here [REDACTED] shared concern if a person could withdraw from school to avoid allegations. Mallory told her this is an usual circumstance and that she could not share information specifically relating to [REDACTED] inquired further about what information a complainant could know. Mallory shared that in some circumstances where a student is the victim of violence, for example, more information can be shared with other students who bring the concern, but that as the allegations here are not of that nature that I cannot share more about [REDACTED] – as I cannot share information with [REDACTED] about [REDACTED]. Mallory asked [REDACTED] if she had any remaining concerns that are not addressed by [REDACTED] no longer being a student/on campus, she stated that she does not [REDACTED] asked about the status of the no contact order in place with University Residences, which applied to on campus, as well as off campus. Mallory stated that she would follow-up with [REDACTED] on that item as well as if [REDACTED] will be informed of the allegation (which [REDACTED] would like).
5/11/2017	Mallory call to [REDACTED]	No answer. No message was left as the voicemail did not have any identifying information.
5/15/2017	Mallory call to [REDACTED]	Telephone call with [REDACTED]. Complaint against him is currently closed as he is no longer a student. Mallory let him know that the complaint was regarding the sign hung from him balcony and the related events following, and that

		many students were impacted by these actions. [REDACTED] was informed that upon return, if any, he will need to come meet with the EO office. Mallory asked if he had any questions, he did not.
5/16/2017	Mallory call to [REDACTED]	Left voicemail requesting return call. Called regarding status of ResLife no-contact and resources about other no-contact options.
5/18/2017	Mallory call to [REDACTED]	Follow-up from in person meeting about (1) What information [REDACTED] would be told about the allegations and (2) the status of the no contact order with residence life. Informed [REDACTED] that [REDACTED] was told what the complaint was about and that the conduct had an impact on many students. Informed that [REDACTED] is no longer on campus and is not allowed anywhere near her building [REDACTED]). [REDACTED] asked if she she's him at [REDACTED] should she call the police. Mallory confirmed that she should. Mallory shared that because [REDACTED] is no longer a student, the university cannot put a no contact order in place but that we can give her the name of who to talk to at University Police if she would like to pursue a no-contact order in the community.
5/18/2017	Mallory call to [REDACTED]	No answer.